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REPORT

ON

SALARIES OF ADMINISTRATIVE NURSING FACULTY

EXCLUDING DEANS

IN

COLLEGES AND UNIVERSITIES

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ADMINISTRATIVE FACULTY SALARIES

This is the fourth and final report on the 1985-86 Salary Survey conducted by the Institutional Data System (IDS) of the American Association of Colleges of Nursing. The average salaries reported here represent the administrative faculty of baccalaureate and graduate programs in AACN member schools. Of the 383 schools surveyed in fall 1985, 177 schools or 46.2 percent returned a completed questionnaire; calculation of the salaries herein represents a total of 515 administrative faculty of collegiate programs. It should be noted that two factors influenced the response rate: 1) completion of the questionnaire on administrative faculty was voluntary and 2) many smaller schools do not have positions allotted for administrative functions. Calculation of average salaries also excludes interim administrators (N=14) serving as temporary replacements.

Overview

Section 1 outlines the methods used in the survey as well as explanations of the terminology used in the questionnaires. Presentation of the survey results appears in Section 2. Tables 1a through 16a report data for salaries based on the academic year; Tables 1b through 16b present the data for calendar year basis.

The 1985-86 IDS Survey series consists of four reports: Faculty Salaries, Deans' Salaries, Administrative Faculty Salaries, and Enrollments and Graduations. Each of the four reports can be used independently of the others. Information regarding the series as a whole is presented in Appendix I, Background to the IDS Survey. The remaining appendices provide sample questionnaires (II), a list of participating schools (III), and a map of the membership regions (IV).

IDS provides each member school with a computer printout showing its ranking with peer group schools on selected variables as an additional service. Begun in 1980, this standard printout includes a count of baccalaureate and master's graduates for the preceding year with percentage increase or decrease, full-time faculty and percentage with doctorates, assistant professor salaries, and percentage salary gain for all faculty in the school. Schools may also request customized printouts of data they choose to examine in greater detail. At all times, however, the confidentiality of member schools is guaranteed.

Section 1. Survey Methods

The survey consists of four components: faculty salaries, deans' salaries, administrative faculty salaries, and institutional data. The institutional data not only provide information on enrollments and graduations, but also provide the information for classifying schools into categories of region, type and size of programs, type of institution, and source of financial support. These are the categories that structure the tables presented in Section 2.

Survey Techniques

The first mailing of survey forms went out to member schools in mid-August 1985. By the end of September, approximately 45 percent of the returns were in and reminder letters were sent to over 200 schools. Follow-up phone calls were made throughout October and November until data collection was terminated on November 26.

The editing and coding of the survey questionnaires overlapped data collection. Additional phone calls were made to respondent schools to verify survey items and to correct omissions in the returned questionnaires.

Following initial analysis of the data which identified salary and enrollment changes from the previous year, a third series of phone calls was made to verify major changes. Analysis was concluded by mid-January and the first report in the 1985-86 series, on faculty salaries, was completed. The overall response rate for the survey was 96 percent (N=369).

Data Processing

As part of processing the data, all salary figures were converted to either an academic or calendar year basis. The preparation of tables involved the conversion of salary from each individual, whether on an academic or calendar year basis, to an equivalent amount on the other basis. Therefore, each set of tables represents the entire sample of respondents. To do this, salary data based on the calendar year were multiplied by nine-elevenths (9/11) converting them to academic year data, and salary data based on an academic year were multiplied by eleven-ninths (11/9) converting them to calendar year data.

Where there is a sufficient number of faculty in a group, data are presented for the 10th, 25th, 50th, 75th, and 90th percentile salaries. These percentile salaries are those below which 10, 25, 50, 75 and 90 percent of salaries fall, respectively. By this definition, the 50th percentile is the median salary. Percentile salaries have been rounded to the nearest hundred.

The number of individuals in each group is also shown with the percentile statistics. Where the number is small, it is not meaningful to calculate all of the percentile values. Therefore, the 10th and 90th percentiles have not been calculated where the number is less than eleven, the 25th and 75th percentiles have not been calculated where the number is less than five, and the 50th percentile has not been reported when the number is less than three.

Terminology

As can be seen in Appendix II, all four survey forms provide instructions for their completion. In general, the more common terms are defined by common usage in the academic community. To ensure uniformity however, some terms were defined specifically:

- school represents the nursing unit in higher education institutions that offer baccalaureate, master's, or doctoral programs in nursing;
- dean refers to the chief administrative officer of the nursing unit, whether the local title is dean, director, chairman, head, or another term;
- salary basis is determined by the number of months for receiving salary; the academic year is 9 or 10 months and the calendar year is 11 or 12 months.
- administrative faculty are those nurse faculty who allocate at least 50 percent of their time to administrative functions; it does not include non-nurses in administrative positions.

Seven administrative titles were identified as relevant to positions in nursing education. These are: associate/assistant dean, chair, director, head, coordinator, and assistant to the dean. In schools where the chief executive officer is titled dean, administrative personnel were generally titled assistant dean, director or chairman. Other schools have the title of director to denote the chief executive officer, while administrative personnel are termed assistant directors. For the purpose of salary comparison, these administrative positions of assistant dean, director, and assistant director are comparable. The category "other" refers to personnel with titles such as clinical chief, RN advisor, educational planner, and clinical nurse facilitator.

Section 3. Presentation of Tables

The following tables are presented in two groups. Group One uses a percentile format and presents salaries for eight administrative faculty titles. In addition to data for all schools (Tables 1a and 1b), salary tables are presented by region, institutional control, and size of faculty. Tables 12a and 12b display salary data for administrative faculty responsible for continuing education.

The tables in Group Two use the matrix format and present data on administrative faculty by degree level and academic rank for the four titles of associate dean, assistant dean, chairman, and director. Data are provided for number of individuals in each category, and for salaries at the mean and 25th, 50th, and 75th percentiles.

Table 1a

Administrative Faculty Salaries by Title

All Schools - All Regions. Academic Year

	N	10th	25th	50th	75th	90th
Associate Dean	107	29,800	33,500	38,700	43,600	48,000
Assistant Dean	100	26,200	30,800	34,500	39,400	45,000
Chair	90	26,500	29,300	33,700	40,100	44,600
Director	129	23,900	27,400	30,900	36,100	43,000
Head	8	-	29,200	31,800	37,900	-
Coordinator	55	19,900	22,100	25,100	31,400	35,600
Assistant to	6	-	25,800	30,200	35,100	-
Other Title	17	19,000	22,800	27,200	38,700	55,800

Table 2a

Administrative Faculty Salaries by Title and Region:

North Atlantic States. Academic Year

	N	10th	25th	50th	75th	90th
Associate Dean	22	32,000	36,800	40,400	45,200	49,800
Assistant Dean	18	24,500	28,700	30,900	34,100	37,400
Chair	25	27,100	29,100	32,900	39,300	44,900
Director	32	25,300	27,500	30,000	35,600	43,100
Coordinator	6	-	24,800	30,900	34,900	-
Assistant to	2	-	-	-	-	-
Other Title	10	-	20,700	26,900	45,000	-

Table 3a

Administrative Faculty Salaries by Title and Region:

Midwestern States. Academic Year

	N	10th	25th	50th	75th	90th
Associate Dean	27	27,200	31,800	36,400	43,000	51,000
Assistant Dean	32	25,500	30,900	34,100	37,000	42,300
Chair	18	26,200	29,300	36,800	43,400	47,300
Director	34	19,000	24,900	28,900	35,000	38,300
Head	2	-	-	-	-	-
Coordinator	18	18,900	20,700	24,400	30,600	33,300
Assistant to	1	-	-	-	-	-
Other Title	2	-	-	-	-	-

Table 1b

Administrative Faculty Salaries by Title

All Schools - All Regions. Calendar Year

	N	10th	25th	50th	75th	90th
Associate Dean	107	36,400	40,900	47,300	53,300	58,700
Assistant Dean	100	32,000	37,600	42,100	48,200	55,000
Chair	90	32,400	35,900	41,200	49,000	54,500
Director	129	29,200	33,500	37,800	44,200	52,500
Head	8	-	35,700	38,800	46,400	-
Coordinator	55	24,400	27,000	30,700	38,300	43,500
Assistant to	6	-	31,600	36,900	42,900	-
Other Title	17	23,200	27,900	33,300	47,300	68,200

Table 2b

Administrative Faculty Salaries by Title and Region:

North Atlantic States. Calendar Year

	N	10th	25th	50th	75th	90th
Associate Dean	22	39,100	44,900	49,400	55,200	60,800
Assistant Dean	18	30,000	35,000	37,800	41,600	45,700
Chair	25	33,100	35,600	40,300	48,000	54,900
Director	32	30,900	33,700	36,600	43,600	52,700
Coordinator	6	-	30,300	37,700	42,600	-
Assistant to	2	-	-	-	-	-
Other Title	10	-	25,300	32,800	55,000	-

Table 3b

Administrative Faculty Salaries by Title and Region:

Midwestern States. Calendar Year

	N	10th	25th	50th	75th	90th
Associate Dean	27	33,300	38,900	44,500	52,500	62,300
Assistant Dean	32	31,200	37,700	41,700	45,200	51,700
Chair	18	32,100	35,900	44,900	53,000	57,800
Director	34	23,300	30,400	35,300	42,800	46,900
Head	2	-	-	-	-	-
Coordinator	18	23,100	25,300	29,800	37,400	40,700
Assistant to	1	-	-	-	-	-
Other Title	2	-	-	-	-	-

Table 4a

Administrative Faculty Salaries by Title and Region:

Southern States. Academic Year

	N	10th	25th	50th	75th	90th
Associate Dean	31	22,400	33,000	39,400	44,500	49,200
Assistant Dean	45	29,100	32,300	36,800	41,500	49,100
Chair	28	26,700	29,200	33,300	39,500	42,300
Director	45	23,300	29,000	32,700	41,600	45,800
Head	4	-	-	30,200	-	-
Coordinator	26	19,600	22,000	25,700	33,100	37,300
Assistant to	2	-	-	-	-	-
Other Title	2	-	-	-	-	-

Table 5a

Administrative Faculty Salaries by Title and Region:

Western States. Academic Year

	N	10th	25th	50th	75th	90th
Associate Dean	27	31,600	34,100	39,300	42,500	48,700
Assistant Dean	5	-	26,700	28,200	40,800	-
Chair	19	21,700	23,400	33,700	39,600	42,300
Director	18	23,800	25,700	29,500	35,400	36,400
Head	2	-	-			
Coordinator	5	-	21,000	23,100	26,200	-
Assistant to	1	-	-	-	-	-
Other Title	3	-	-	33,700	-	-

Table 4b

Administrative Faculty Salaries by Title and Region:

Southern States. Calendar Year

	N	10th	25th	50th	75th	90th
Associate Dean	31	27,300	40,300	48,200	54,400	60,100
Assistant Dean	45	35,600	39,500	45,000	50,700	60,000
Chair	28	32,700	35,700	40,700	48,300	51,700
Director	45	28,500	35,500	39,900	50,800	55,900
Head	4	-	-	36,900	-	-
Coordinator	26	24,000	26,900	31,400	40,500	45,600
Assistant to	2	-	-	-	-	-
Other Title	2	-	-	-	-	-

Table 5b

Administrative Faculty Salaries by Title and Region:

Western States. Calendar Year

	N	10th	25th	50th	75th	90th
Associate Dean	27	38,700	41,600	48,000	52,000	59,500
Assistant Dean	5	-	32,700	34,500	49,900	-
Chair	19	26,500	28,600	41,200	48,400	51,700
Director	18	29,100	31,400	36,000	43,200	44,400
Head	2	-	-	-	-	-
Coordinator	5	-	25,700	28,200	32,000	-
Assistant to	1	-	-	-	-	-
Other Title	3	-	-	41,100	-	-

Table 6a

Administrative Faculty Salaries by Title and Institutional Control: Public. Academic Year

	N	10th	25th	50th	75th	90th
Associate Dean	71	30,600	35,700	39,400	43,000	47,400
Assistant Dean	71	28,300	32,500	36,100	41,200	47,600
Chair	43	26,600	29,300	34,400	40,000	42,800
Director	83	25,500	28,600	32,700	37,300	45,000
Head	8	-	29,200	31,800	37,900	-
Coordinator	32	21,900	24,400	27,800	33,100	37,300
Assistant to	4	-	-	31,200	-	-
Other Title	7	-	26,500	34,600	42,300	-

Table 7a

Administrative Faculty Salaries by Title and Institutional Control: Private (Secular). Academic Year

	N	10th	25th	50th	75th	90th
Associate Dean	25	29,800	33,200	39,300	45,500	59,400
Assistant Dean	18	24,400	25,800	30,800	32,700	39,300
Chair	35	27,700	30,500	34,500	42,500	46,800
Director	21	24,200	27,700	29,900	36,000	37,800
Coordinator	7	-	24,000	31,400	33,000	-
Assistant to	1	-	-	-	-	-
Other Title	8	-	23,900	26,900	48,300	-

Table 8a

Administrative Faculty Salaries by Title and Institutional Control: Private (Religious). Academic Year

	N	10th	25th	50th	75th	90th
Associate Dean	11	18,900	24,300	34,700	37,600	42,700
Assistant Dean	11	22,000	27,800	31,100	31,900	36,200
Chair	12	21,700	21,900	27,800	31,700	38,100
Director	25	18,700	21,100	26,800	30,800	35,100
Coordinator	16	18,200	19,900	21,000	23,300	25,900
Assistant to	1	-	-	-	-	-
Other Title	2	-	-	-	-	-

Table 6b

Administrative Faculty Salaries by Title and Institutional Control: Public. Calendar Year

	N	10th	25th	50th	75th	90th
Associate Dean	71	37,400	43,600	48,200	52,500	57,900
Assistant Dean	71	34,600	39,700	44,100	50,400	58,100
Chair	43	32,500	35,900	42,100	48,900	52,300
Director	83	31,200	34,900	40,000	45,500	55,100
Head	8	-	35,700	38,800	46,400	-
Coordinator	32	26,800	29,800	33,900	40,400	45,600
Assistant to	4	-	-	38,100	-	-
Other Title	7	-	32,400	42,300	51,700	-

Table 7b

Administrative Faculty Salaries by Title and Institutional Control: Private (Secular). Calendar Year

	N	10th	25th	50th	75th	90th
Associate Dean	25	36,400	40,500	48,000	55,700	72,600
Assistant Dean	18	29,900	31,500	37,600	40,000	48,000
Chair	35	33,900	37,300	42,100	52,000	57,200
Director	21	29,600	33,800	36,500	44,000	46,200
Coordinator	7	-	29,300	38,300	40,300	-
Assistant to	1	-	-	-	-	-
Other Title	8	-	29,200	32,900	59,000	-

Table 8b

Administrative Faculty Salaries by Title and Institutional Control: Private (Religious). Calendar Year

	N	10th	25th	50th	75th	90th
Associate Dean	11	23,200	29,800	42,400	46,000	52,200
Assistant Dean	11	26,900	34,000	38,000	39,000	44,200
Chair	12	26,500	26,800	34,000	38,800	46,500
Director	25	22,800	25,800	32,700	37,700	42,900
Coordinator	16	22,200	24,300	25,700	28,500	31,700
Assistant to	1	-	-	-	-	-
Other Title	2	-	-	-	-	-

Table 9a

Administrative Faculty Salaries by Title and Size of Nursing Faculty: Less than 20. Academic Year

	N	10th	25th	50th	75th	90th
Associate Dean	17	19,100	29,400	35,700	41,800	55,100
Assistant Dean	18	24,400	25,800	31,500	37,600	42,100
Chair	13	26,800	27,800	32,200	34,700	41,800
Director	33	18,600	23,900	27,700	30,400	34,700
Head	2	-	-	-	-	-
Coordinator	28	19,700	20,800	25,000	27,900	33,500
Assistant to	2	-	-	-	-	-
Other Title	5	-	20,700	23,500	25,800	-

Table 10a

Administrative Faculty Salaries by Title and Size of Nursing Faculty: 21 - 40. Academic Year

	N	10th	25th	50th	75th	90th
Associate Dean	29	30,000	33,000	36,700	41,000	46,600
Assistant Dean	35	25,500	30,200	31,900	35,900	41,500
Chair	29	21,700	26,600	31,700	35,500	40,000
Director	42	23,000	27,700	32,700	36,600	44,900
Head	3	-	-	32,000	-	-
Coordinator	19	21,800	23,100	26,100	33,100	37,800
Assistant to	2	-	-	-	-	-
Other Title	8	-	27,300	34,100	40,500	-

Table 11a

Administrative Faculty Salaries by Title and Size of Nursing Faculty: More than 40. Academic Year

	N	10th	25th	50th	75th	90th
Associate Dean	61	32,400	36,600	40,900	44,400	49,700
Assistant Dean	47	28,000	33,900	36,400	41,400	51,100
Chair	48	27,300	30,500	36,200	42,300	46,000
Director	54	27,000	28,400	33,400	38,200	44,800
Head	3	-	-	39,200	-	-
Coordinator	8	-	20,900	26,800	29,800	-
Assistant to	2	-	-	-	-	-
Other Title	4	-	-	40,200	-	-

Table 9b

Administrative Faculty Salaries by Title and Size of Nursing Faculty: Less than 20. Calendar Year

	N	10th	25th	50th	75th	90th
Associate Dean	17	23,300	36,000	43,600	51,100	67,300
Assistant Dean	18	29,900	31,500	38,500	46,000	51,500
Chair	13	32,700	34,000	39,400	42,400	51,100
Director	33	22,800	29,200	33,900	37,200	42,400
Head	2	-	-	-	-	-
Coordinator	28	24,100	25,400	30,500	34,100	40,900
Assistant to	2	-	-	-	-	-
Other Title	5	-	25,300	28,700	31,500	-

Table 10b

Administrative Faculty Salaries by Title and Size of Nursing Faculty: 21 - 40. Calendar Year

	N	10th	25th	50th	75th	90th
Associate Dean	29	36,700	40,300	44,800	50,100	57,000
Assistant Dean	35	31,200	36,900	39,000	43,800	50,700
Chair	29	26,500	32,500	38,800	43,400	48,900
Director	42	28,100	33,800	40,000	44,700	54,900
Head	3	-	-	39,100	-	-
Coordinator	19	26,700	28,200	31,900	40,400	46,200
Assistant to	2	-	-	-	-	-
Other Title	8	-	33,400	41,700	49,500	-

Table 11b

Administrative Faculty Salaries by Title and Size of Nursing Faculty: More than 40. Calendar Year

	N	10th	25th	50th	75th	90th
Associate Dean	61	39,600	44,800	50,000	54,200	60,700
Assistant Dean	47	34,300	41,500	44,500	50,600	62,500
Chair	48	33,400	37,200	44,200	51,700	56,300
Director	54	33,000	34,700	40,800	46,600	54,800
Head	3	-	-	47,900	-	-
Coordinator	8	-	25,500	32,800	36,500	-
Assistant to	2	-	-	-	-	-
Other Title	4	-	-	49,100	-	-

Table 12a

Administrative Faculty Salaries by Title

Continuing Education Faculty. Academic Year

	N	10th	25th	50th	75th	90th
Associate Dean	4	-	-	31,400	-	-
Assistant Dean	4	-	-	36,000	-	-
Director	15	21,100	25,100	32,300	36,100	38,600
Coordinator	7	-	22,100	24,200	30,400	-

Table 12b

Administrative Faculty Salaries by Title

Continuing Education Faculty. Calendar Year

	N	10th	25th	50th	75th	90th
Associate Dean	4	-	-	38,400	-	-
Assistant Dean	4	-	-	44,000	-	-
Director	15	25,800	30,600	39,500	44,100	47,200
Coordinator	7	-	27,000	29,600	37,100	-

Table 13a
Associate Deans: All Schools-All Regions-Academic Year Salaries

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
66 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 39,400 NUMBER 42 50th 43,400 75th 46,800 MEAN 44,050	25th 34,100 NUMBER 37 50th 38,500 75th 40,900 MEAN 38,533	25th 32,700 NUMBER 7 50th 35,400 75th 36,700 MEAN 34,387
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 29,700 NUMBER 9 50th 32,200 75th 36,400 MEAN 32,526	25th 23,500 NUMBER 9 50th 29,100 75th 34,600 MEAN 28,647

Table 14a
Assistant Deans: All Schools-All Regions-Academic Year Salaries

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
64 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 33,900 NUMBER 18 50th 40,800 75th 48,700 MEAN 41,718	25th 33,100 NUMBER 36 50th 35,900 75th 37,500 MEAN 35,800	25th 28,400 NUMBER 12 50th 30,900 75th 35,900 MEAN 32,100
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th 32,500 NUMBER 11 50th 35,500 75th 39,500 MEAN 37,010	25th 25,300 NUMBER 18 50th 28,000 75th 32,300 MEAN 29,587

Table 15a
Chairmen: All Schools-All Regions-Academic Year Salaries

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
27 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 36,800 NUMBER 21 50th 40,700 75th 42,700 MEAN 40,448	25th 32,700 NUMBER 27 50th 33,800 75th 37,900 MEAN 35,621	25th NUMBER 3 50th 75th MEAN 33,312
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 34,104	25th 27,000 NUMBER 19 50th 30,000 75th 34,800 MEAN 30,913	25th 26,600 NUMBER 13 50th 27,600 75th 29,600 MEAN 27,950

Table 16a
Directors: All Schools-All Regions-Academic Year Salaries

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
65 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 32,300 NUMBER 27 50th 41,600 75th 45,700 MEAN 39,758	25th 30,700 NUMBER 29 50th 33,000 75th 36,000 MEAN 33,671	25th 26,800 NUMBER 15 50th 28,300 75th 33,600 MEAN 29,281
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 24,700 NUMBER 15 50th 29,400 75th 33,000 MEAN 29,780	25th 24,200 NUMBER 32 50th 27,400 75th 29,600 MEAN 27,595

Table 13b
Associate Deans: All Schools-All Regions-Calendar Year Salaries

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
66 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 48,200 NUMBER 42 50th 53,000 75th 57,200 MEAN 53,839	25th 41,600 NUMBER 37 50th 47,000 75th 50,000 MEAN 47,096	25th 40,000 NUMBER 7 50th 43,300 75th 44,800 MEAN 42,029
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 36,400 NUMBER 9 50th 39,400 75th 44,500 MEAN 39,754	25th 28,800 NUMBER 9 50th 35,600 75th 42,200 MEAN 35,012

Table 14b
Assistant Deans: All Schools-All Regions-Calendar Year Salaries

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
64 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 41,500 NUMBER 18 50th 49,900 75th 59,500 MEAN 50,989	25th 40,400 NUMBER 36 50th 43,900 75th 45,800 MEAN 43,756	25th 34,700 NUMBER 12 50th 37,700 75th 43,900 MEAN 39,234
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th 39,700 NUMBER 11 50th 43,400 75th 48,300 MEAN 45,234	25th 31,000 NUMBER 18 50th 34,300 75th 39,500 MEAN 36,162

Table 15b
Chairmen: All Schools-All Regions-Calendar Year Salaries

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
27 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 45,000 NUMBER 21 50th 49,700 75th 52,200 MEAN 49,436	25th 40,000 NUMBER 27 50th 41,300 75th 46,300 MEAN 43,537	25th NUMBER 3 50th 75th MEAN 40,715
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 41,682	25th 33,000 NUMBER 19 50th 36,700 75th 42,600 MEAN 37,782	25th 32,500 NUMBER 13 50th 33,700 75th 36,200 MEAN 34,161

Table 16b
Directors: All Schools-All Regions-Calendar Year Salaries

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
65 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 39,500 NUMBER 27 50th 50,800 75th 55,900 MEAN 48,593	25th 37,500 NUMBER 29 50th 40,300 75th 44,000 MEAN 41,153	25th 32,800 NUMBER 15 50th 34,600 75th 41,100 MEAN 35,788
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 30,200 NUMBER 15 50th 35,900 75th 40,400 MEAN 36,398	25th 29,500 NUMBER 32 50th 33,400 75th 36,200 MEAN 33,727

Appendix I

Background to the IDS Survey

Appendix I

Background to the IDS Survey

What was tentatively titled a Data Bank was officially launched by AACN late in 1978. The purpose of the project was to develop a database to support policy research and decision making for the organization. Early on, priority was placed on the development and refinement of the salary survey. Since 1979 the report series has consisted of three components: salaries of full-time nursing faculty, salaries of nursing deans, and salaries of faculty in administrative positions. The third report, on salaries of administrative faculty, was routine until 1984 when it was placed on an alternating year schedule. This third report is available in the 1985-86 series.

In 1982, requests from AACN members led to the production of a report on enrollments and graduations that would accompany the salary reports. The following year, concern over a possible shift in enrollment resulted in an analysis of institutional data for four years in order to identify trends. This four-year analysis plan has been continued as the standard format.

A brief summary of the content of the four reports in the 1985-86 series is presented:

Salaries of Nursing Faculty. The report on faculty salaries summarizes the data in a section called Facts in Brief, followed by an explanation of the survey methods and a discussion of the data. Each table shows four faculty ranks; doctoral preparation; and three types of institutional status: public, private/ secular, and private/religious. Tables presenting the mean and median salaries are calculated by academic and calendar year. Data are presented by region and by status as a university, four-year college, and/or academic health center. One set of tables is formatted by school size, and a separate table is produced for doctoral programs. Sample questionnaires and a list of participants are included.

Salaries of Nursing Deans. The report on nursing deans and their mean salaries is presented on both academic and calendar year bases. Comparisons of average salaries are made by institutional control and type, academic health centers, deans continuing in office, type of program, faculty size, type of doctorate, title, rank, tenure, length of term, and years of experience. Sample questionnaires and participating schools are given.

Salaries of Administrative Faculty. This report, last published in 1984, summarizes data received on faculty members other than deans who have administrative functions in the school. Salaries are reported by academic and calendar year bases and region, as well as by institutional control, size of faculty, and title of position. Sample questionnaires and a list of participating member schools are included.

Enrollments and Graduations. This report compares data from the most recent four years' surveys on enrollment and graduations. Student categories are generic, RN, master's, and doctoral. Respondent schools are also compared by region, institutional type, and full- or part-time status of students. Participating members and sample questionnaires are included.

Appendix II

Sample Survey Forms

American Association of Colleges of Nursing

One Dupont Circle • Suite 530 • Washington, D.C. 20036 • (202) 463-6930

1985-86 AACN SURVEY
INSTITUTIONAL DATA

Name of School _____

Address of School _____

1. Your institution is: (please check one)
   Public _____ Private (secular) _____ Private (religious) _____
2. Your school of nursing is part of an academic health center: (See definition on reverse. Please check one.)
   yes, same campus _____ yes, separate campus _____ yes, separate city _____ no _____
3. Your school of nursing is part of: (please check one)
   A university _____ A four-year college _____
   Other _____ (Specify) _____
4. The salary basis for nursing faculty is: (please check one)
   Academic year _____ Calendar year _____ Mixed _____ (See instructions on reverse)
5. Number of nursing faculty: Full-time [ ][ ][ ] Part-time [ ][ ][ ] (See instructions on reverse)
6. Categories of students:
   baccalaureate
   generic _____
   RN _____
   masters _____
   doctoral _____
   assoc. degree _____ If you have an associate degree program, see instructions on reverse.
7. Availability of **special programs** for college graduates from other fields who are not registered nurses. (Check whatever applies.)
   _____ Leading to a baccalaureate in nursing
   _____ Leading to a master's in nursing.
   _____ No such programs are available. (See instructions on reverse.)

   Questions 8 and 9 relate to **generic programs only**
8. In your school, when does a generic student become a nursing student? (Please check one. Do not include prenursing students.) Freshman year _____ Sophomore year _____ Junior year _____
9. When is the **first course** taught by **nursing faculty**?
   Non-clinical: Freshman year _____ Sophomore year _____ Junior year _____
   Clinical: Freshman year _____ Sophomore year _____ Junior year _____
10. Enrollment and graduation data:
    Please leave no blanks. Fill unneeded blocks on the left with zeros.

    Count only nursing students in the spaces below.

	Fall 1985 Full-time Students	Fall 1985 Part-time Students	1984-85 Graduations During 1984-85 Academic Year
Baccalaureate: Generic			
R.N.			
Graduate: Masters			
Doctoral			

Signature of Dean or Director _____

Please add complete phone number here _____

INSTRUCTIONS FOR INSTITUTIONAL DATA

2. Academic Health Center: As defined by the Association of Academic Health Centers (AAHC), an academic health center is "an institution that includes a school of medicine, a teaching hospital, and at least one additional health educational program" - in our case nursing. Each health school generally maintains separate identity and autonomy.

4. Salary Basis: If some faculty are paid on an academic year basis while others are paid for the calendar year, e.g., assistant deans, please check "mixed." It will not be necessary for you to do conversions as AACN's system does this automatically. An academic year begins with the opening of the fall term and ends with Commencement. A calendar year salary implies an 11 month commitment with a month of paid vacation.

5. Faculty: Full-time: Include all nurses with regular faculty appointments in your school even though their salaries may be paid from a number of funds.

   Part-time: Include all nurses who hold a faculty appointment and receive some compensation from the school of nursing but are not considered full-time faculty. Do not include adjunct faculty unless they receive some compensation as above. Please give the number of individuals - not FTE.

6. Associate Degree Programs: This survey is intended to collect data on programs at the level of the baccalaureate degree and higher degrees. If you also have an associate degree program, please do not include the associate degree students when answering the enrollment questions. Do not include faculty who teach only in the associate degree program. Faculty who teach in both programs should be counted as part-time in question 5.

7. This question applies only to schools which offer a modified and/or accelerated program for this type of student. Such students should be included in enrollment and graduations in question 10.

10. Full-time or Part-time Students: Please use your own institution's definition of these for both baccalaureate and graduate students.

American Association of Colleges of Nursing

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1985–86 AACN FACULTY SALARY SURVEY

School Name _____

Page_____ of _____ pages

This left hand section is optional, for school use only. Separate and discard, before returning to AACN, to insure confidentiality.

List All Full-time Nursing Faculty

NAMES	DEGREE LEVEL (Circle only one number)		FACULTY RANK (Circle only one number)					SALARY BASIS (Circle only one number)		SALARY	
	Doctoral	Non-doctoral	Professor	Associate Professor	Assistant Professor	Instructor	Other	Academic Year	Calendar Year		Line Number
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	01
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	02
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	03
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	04
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	05
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	06
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	07
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	08
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	09
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	10
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	11
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	12
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	13
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	14
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	15
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	16
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	17
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	18
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	19
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	20
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	21
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	22
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	23
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	24
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	25

INSTRUCTIONS ON REVERSE SIDE

GENERAL INSTRUCTIONS FOR FACULTY SALARY SURVEY

1. DESIGN OF FORM: This form, consisting of two sections, is provided as a convenience to the school while completing the questionnaire. The names section on the left should be separated and discarded before returning the right section to AACN; AACN has no wish to know the names of faculty in association with salaries. All that the respondent will need to complete the form is a list of full-time nurse faculty with degree, rank, salary basis and salary. Do not include full-time non-nurse faculty members who are carried on your budget.

2. PURPOSE: This form is for the collection of salaries and related data on all full-time nursing faculty except the dean. Salaries for acting deans should be included. See separate questionnaire for the Dean/Director.

3. DEGREE LEVEL: Circle only one number for each faculty member.

4. FACULTY RANK: Circle only one number for each faculty member. Individuals not having a faculty appointment should not be included on the report at all. If a school uses non-standard faculty ranks internally, please assign individuals to the nearest (of the four standard ranks) on this form if there is a reasonably close equivalent. Use "Other" only for those faculty (e.g., lecturer, research associate, assistant instructor) who have faculty status but do not fit one of the four standard ranks, e.g., an assistant instructor does not receive the same salary as an instructor. In the case of "Others", please add a check or asterisk after the line number on the far right of the sheet. Then identify their actual titles by line number at the bottom of the page.

5. SALARY BASIS: Circle only one number for each faculty member. Use academic year for faculty paid on a 9 month or 10 month basis; use calendar year for faculty paid on an 11 month or 12 month basis.

6. SALARY: Enter exact salary to nearest whole dollar. Use current fiscal year compensation figures (fall of 1985). When a full-time nursing faculty member's salary is derived partly from another school or administrative unit within the total institution, please combine all compensation and report only one total. The salary reported should reflect the total amount before any deductions are made (for tax sheltered annuities, contributions to retirement funds, life or health insurance, etc.).

7. PAGES: Each sheet is designed for listing 25 faculty. Please number additional pages consecutively.

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1985–86 AACN SURVEY
DEAN/DIRECTOR: SALARY AND RELATED INFORMATION

Name of school _____

Address of school _____

1. TITLE: (check one)

   Dean_____ Director_____ Chair_____ Acting Dean_____ Other_____(specify)
   (an acting dean need not complete the remainder of the questionnaire, but please return the form with item 1 completed.)

2. RANK: (check one) Prof. _____ Assoc. Prof. _____ Asst. Prof. _____ No Rank _____

3. TENURE: (academic) yes _____ no _____

4. TERM: (administrative) Is it a policy of your institution for deans to be appointed for a specific term of more than one year?
   Terms generally are renewable. (check one)
   No fixed term_____ 2 yr_____ 3 yr_____ 4 yr_____ 5 yr_____ 6 or more yr_____

5. Does institutional policy call for a **formal** review of a dean's performance at the conclusion of a specific term, e.g., 5 years? (check one)

   Yes, internal within the institution _____

   Yes, internal and external _____

   No _____

6. ELECTION: Is it the policy of your institution for deans to be elected by the faculty? yes_____ no_____

7. SALARY [ ][ ][ ][ ][ ] (current fiscal year salary rounded to nearest dollar). The salary reported should reflect the total amount before deductions are made for tax-sheltered annuities, the dean's own contribution to retirement funds, life insurance, etc.

8. SALARY BASIS: (check one) Academic year _____ Calendar year _____

9. TIME IN DEANSHIP: Present school [ ][ ] years. Other school(s) [ ][ ] years.

10. Service on the State Board of Nursing (check one)

    Dean/Director presently is a member _____

    A faculty person is a member_____

    No member from the school _____

11. HIGHEST DEGREE (check only the highest earned degree)
    Doctorate
    D.N.S. or D.N.Sc. _____ Ed.D._____ Ph.D. _____ (specify field) _____
    D.P.H. or DR.P.H. _____ other _____ (specify field)_____
    Masters
    Nursing _____ other _____ (specify field) _____

12. OTHER ADMINISTRATIVE TITLES:

    Do you hold another administrative title in addition to dean/director/chairperson of the school of nursing (the title checked in question 1)?
    (check one) yes _____ no _____

    If yes, please specify the title(s) _____
    _____
    _____

13. Did your institution grant an honorary degree to a nurse during the 1984-85 academic year? (check one) yes _____ no _____
    If yes, please supply name of honoree _____

Signature of Dean or Director _____

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1985–86 AACN ADMINISTRATIVE SALARY SURVEY

Completion of the Administrative Salary Survey is optional. If it is completed, it should include all full-time nursing faculty with major administrative responsibility. Do not include administrators who hold no academic rank. Whether it is completed or not, nursing faculty with administrative responsibility should be included on the Faculty Salary Survey forms.

List below the administrative titles (not the names) of faculty who carry major administrative responsibility.	DEGREE LEVEL (Circle only one number)		FACULTY RANK (Circle only one number)					SALARY BASIS (Circle only one number)		SALARY	Line Number
	Doctoral	Non-doctoral	Professor	Associate Professor	Assistant Professor	Instructor	Other	Academic Year	Calendar Year		
	1	2	1	2	3	4	5	1	2	___,___	01
	1	2	1	2	3	4	5	1	2	___,___	02
	1	2	1	2	3	4	5	1	2	___,___	03
	1	2	1	2	3	4	5	1	2	___,___	04
	1	2	1	2	3	4	5	1	2	___,___	05
	1	2	1	2	3	4	5	1	2	___,___	06
	1	2	1	2	3	4	5	1	2	___,___	07
	1	2	1	2	3	4	5	1	2	___,___	08
	1	2	1	2	3	4	5	1	2	___,___	09
	1	2	1	2	3	4	5	1	2	___,___	10
	1	2	1	2	3	4	5	1	2	___,___	11
	1	2	1	2	3	4	5	1	2	___,___	12
	1	2	1	2	3	4	5	1	2	___,___	13
	1	2	1	2	3	4	5	1	2	___,___	14
	1	2	1	2	3	4	5	1	2	___,___	15
	1	2	1	2	3	4	5	1	2	___,___	16
	1	2	1	2	3	4	5	1	2	___,___	17
	1	2	1	2	3	4	5	1	2	___,___	18
	1	2	1	2	3	4	5	1	2	___,___	19
	1	2	1	2	3	4	5	1	2	___,___	20

Notes or questions: Please refer to line number.	

Appendix III

Participating Schools

Report on Salaries of Administrative Faculty, Excluding Deans

Participating Schools
NORTH ATLANTIC STATES

Public

City College of CUNY
New York, New York
Herbert H. Lehman College of CUNY
Bronx, New York
Hunter College of CUNY-Bellevue
New York, New York
Pennsylvania State University
University Park, Pennsylvania
Rhode Island College
Providence, Rhode Island
Rutgers, The State University
Newark, New Jersey
SUNY/Binghamton
Binghamton, New York
SUNY/Buffalo
Buffalo, New York
SUNY/Downstate Medical Center
Brooklyn, New York
SUNY/Stony Brook
Stony Brook, New York
Temple University
Philadelphia, Pennsylvania
University of Connecticut
Storrs, Connecticut
University of Massachusetts-Boston
Boston, Massachusetts
University of New Hampshire
Durham, New Hampshire
University of Rhode Island
Kingston, Rhode Island
University of Southern Maine
Portland, Maine
University of Vermont
Burlington, Vermont

Private (Secular)

Adelphi University
Garden City, New York
Boston University
Boston, Massachusetts
Columbia Univ., Teachers College
New York, New York
Columbia University
New York, New York
D'Youville College
Buffalo, New York
Howard University
Washington, D.C.
Long Island University-Brooklyn
Brooklyn, New York
Mercy College
Dobbs Ferry, New York
Northeastern University
Boston, Massachusetts
Pace University
Pleasantville, New York
Russell Sage College
Troy, New York
Simmons College
Boston, Massachusetts
Thomas Jefferson University
Philadelphia, Pennsylvania
University of Pennsylvania
Philadelphia, Pennsylvania
University of Pittsburgh
Pittsburgh, Pennsylvania
University of Rochester
Rochester, New York
Widener University
Chester, Pennsylvania
Yale University
New Haven, Connecticut

Private (Religious)

Atlantic Union College
South Lancaster, Massachusetts
Felician College
Lodi, New Jersey
Georgetown University
Washington, D.C.
Neumann College
Aston, Pennsylvania
The Catholic University of America
Washington, D. C.
Villa Maria College
Erie, Pennsylvania
Villanova University
Villanova, Pennsylvania

MIDWESTERN STATES

Public

Chicago State University
Chicago, Illinois
Indiana State University
Terre Haute, Indiana
Kent State University
Kent, Ohio
Medical College of Ohio
Toledo, Ohio
Northern Illinois University
DeKalb, Illinois
Northern Michigan University
Marquette, Michigan
South Dakota State University
Brookings, South Dakota
Southern Illinois University
Edwardsville, Illinois
University of Akron
Akron, Ohio
University of Cincinnati
Cincinnati, Ohio
University of Iowa
Iowa City, Iowa
University of Kansas
Kansas City, Kansas
University of Minnesota
Minneapolis, Minnesota
University of Missouri
Columbia, Missouri
University of Missouri
Kansas City, Missouri
University of Nebraska
Omaha, Nebraska
University of North Dakota
Grand Forks, North Dakota
University of Wisconsin
Eau Claire, Wisconsin
University of Wisconsin
Madison, Wisconsin
University of Wisconsin
Oshkosh, Wisconsin
Washburn University of Topeka
Topeka, Kansas
Wayne State University
Detroit, Michigan
Wichita State University
Wichita, Kansas
Wright State University
Dayton, Ohio

Private (Secular)

Bellin College of Nursing
Green Bay, Wisconsin
Case Western Reserve University
Cleveland, Ohio
Columbia College of Nursing
Milwaukee, Wisconsin
Concordia Coll.-W. Suburban Coll.
Oak Park, Illinois
Deaconess College of Nursing
Warrensburg, Missouri
Northwestern University
Chicago, Illinois
Rush University
Chicago, Illinois

Private (Religious)

Alverno College
Milwaukee, Wisconsin
Avila College
Kansas City, Missouri
Grand View College
Des Moines, Iowa
Lewis University
Romeoville, Illinois
Madonna College
Livonia, Michigan
Marion College
Marion, Indiana
Marquette University
Milwaukee, Wisconsin
Mennonite College of Nursing
Bloomington, Illinois
St. Louis University
St. Louis, Missouri
St. Xavier College
Chicago, Illinois
University of Evansville
Evansville, Indiana

SOUTHERN STATES

Public

Alcorn State University
Natchez, Mississippi
Auburn University
Auburn University, Alabama
Central State University
Edmond, Oklahoma
Clemson University
Clemson, South Carolina
Corpus Christi State University
Corpus Christi, Texas
East Carolina University
Greenville, North Carolina
Florida State University
Tallahassee, Florida
George Mason University
Fairfax, Virginia
Georgia State University
Atlanta, Georgia
Jacksonville State University
Jacksonville, Alabama
Medical College of Georgia
Augusta, Georgia
Medical Univ. of South Carolina
Charleston, South Carolina
Mississippi University for Women
Columbus, Mississippi
Norfolk State University
Norfolk, Virginia
Northern Kentucky University
Highland Heights, Kentucky
Prairie View A & M University
Houston, Texas
Southeastern Louisiana University
Hammond, Louisiana
Tennessee State University
Nashville, Tennessee
Texas Tech University
Lubbock, Texas
Texas Woman's University
Denton, Texas
Towson State University
Baltimore, Maryland
Troy State University
Troy, Alabama
Univ. of Arkansas Coll. of Nursing
Little Rock, Arkansas
Univ. of Southwestern Louisiana
Lafayette, Louisiana
University of Alabama
Birmingham, Alabama
University of Alabama
Huntsville, Alabama
University of Alabama-Tuscaloosa
University, Alabama
University of Kentucky
Lexington, Kentucky
University of Louisville
Louisville, Kentucky
University of Mississippi
Jackson, Mississippi
University of North Carolina
Greensboro, North Carolina
University of Oklahoma
Oklahoma City, Oklahoma
University of Puerto Rico
San Juan, Puerto Rico
University of South Carolina
Spartanburg, South Carolina
University of South Carolina
Columbia, South Carolina
University of South Florida
Tampa, Florida
University of Southern Mississippi
Hattiesburg, Mississippi
University of Tennessee
Knoxville, Tennessee
University of Tennessee
Memphis, Tennessee
University of Texas-Arlington
Arlington, Texas
University of Texas-Austin
Austin, Texas
University of Texas-El Paso
El Paso, Texas
University of Texas-Galveston
Galveston, Texas
University of Texas-Houston
Houston, Texas
University of Texas-San Antonio
San Antonio, Texas
University of Virginia
Charlottesville, Virginia
Valdosta State College
Valdosta, Georgia
Virginia Commonwealth University
Richmond, Virginia
West Texas State University
Canyon, Texas
West Virginia University
Morgantown, West Virginia

Private (Secular)

Brenau College
Gainsville, Georgia
Johns Hopkins University
Baltimore, Maryland
Shenandoah College & Conservatory
Winchester, Virginia
The University of Tulsa
Tulsa, Oklahoma
Tuskegee University
Tuskegee, Alabama
University of Miami
Miami, Florida
Vanderbilt University
Nashville, Tennessee

Private (Religious)

Bellarmine College
Louisville, Kentucky
Columbia Union College
Takoma Park, Maryland
Emory University
Atlanta, Georgia
Lenoir-Rhyne College
Hickory, North Carolina
Oral Roberts University
Tulsa, Oklahoma
Spalding University
Louisville, Kentucky

WESTERN STATES

Public

Arizona State University
Tempe, Arizona
California State University
Long Beach, California
Intercoll. Ctr. for Nursing Ed.
Spokane, Washington
Montana State University
Bozeman, Montana
Oregon Health Sciences University
Portland, Oregon
San Diego State University
San Diego, California
University of Arizona
Tucson, Arizona
University of California
San Francisco, California
University of Colorado
Denver, Colorado
University of New Mexico
Albuquerque, New Mexico
University of Northern Colorado
Greeley, Colorado
University of Utah
Salt Lake City, Utah
University of Washington
Seattle, Washington
University of Wyoming
Laramie, Wyoming

Private (Secular)

Samuel Merritt-St. Mary's
Oakland, California
University of Phoenix
Phoenix, Arizona

Private (Religious)

Azusa Pacific University
Azusa, California
Grand Canyon College
Phoenix, Arizona
Linfield College
Portland, Oregon
Loma Linda University
Loma Linda, California
Seattle University
Seattle, Washington
University of San Diego
San Diego, California
University of San Francisco
San Francisco, California

Appendix IV

Regional Map

North
Atlantic
States
Midwestern States
Western States
Southern States